

# Air Education and Training Command

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*Sustaining the Combat Capability of America's Air Force*



**U.S. AIR FORCE**

## Occupational Survey Report AFSC 2G0X1 Logistics Plans

Lt Daniel Carter  
September 2004

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*Integrity - Service - Excellence*

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# Overview



- Survey background
- Survey results
- Implications



# Executive Summary



- Homogeneous job structure with one job identified
- Technical tasks are performed primarily beginning with the 5-skill level
- Career ladder documents well supported by survey data
- Job satisfaction indicators are very good





# Work Performed



- Develops, evaluates, monitors, and supervises logistics plans and programs
- Performs deliberate planning and base support planning activities
- Performs deployment, employment, and logistics command and control activities
- Performs war reserve materiel (WRM) functions and support agreement activities



# Current Training Program



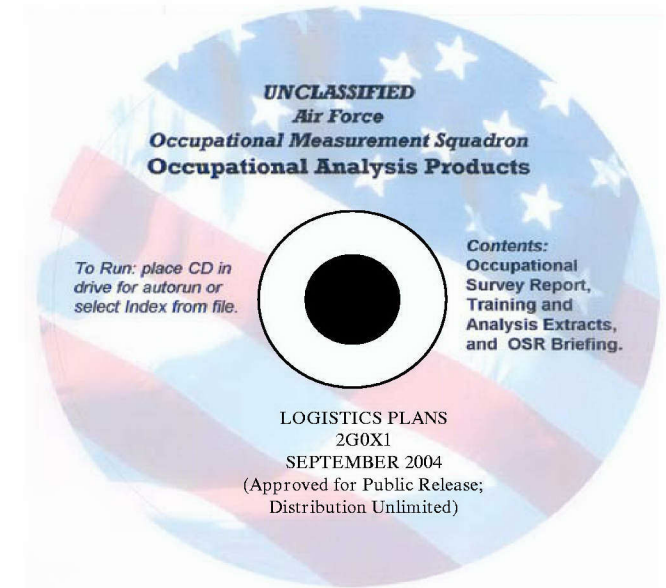
- AFSC-awarding course
  - 345 TRS, Lackland AFB TX
  - J3ALR2G031 007, Logistics Plans Apprentice Course, 27 academic days
  - 10 semester hours for CCAF
  - |                         |                                    |
|-------------------------|------------------------------------|
| – <u>Programmed TPR</u> | <u>Programmed Elimination Rate</u> |
| FY04: 220 students      | FY04: 3%                           |
| FY05: 199 students      | FY05: 3%                           |



# Survey Background



- Last Occupational Survey Report (OSR): January 2001
- Current survey developed: October - December 2003
  - Lackland AFB TX
  - Patrick AFB FL
  - Langley AFB VA
  - Tinker AFB OK
  - Moody AFB GA
  - Travis AFB CA

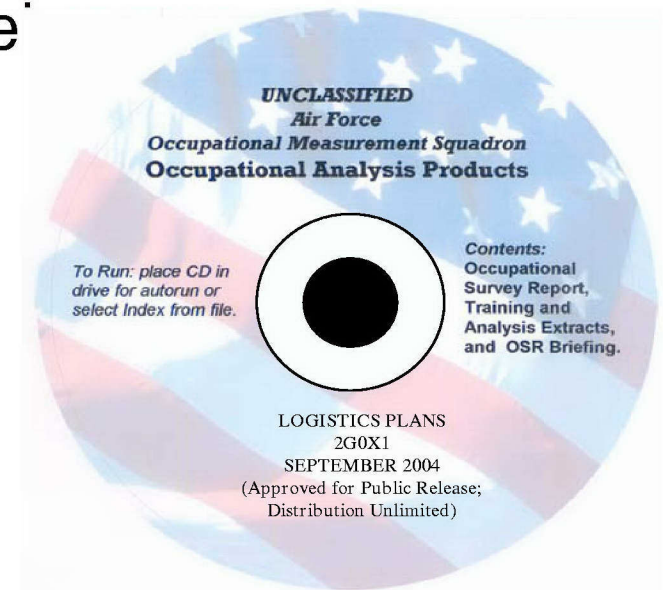




# Survey Background (Cont.)



- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected: January - April 2004
- Components surveyed:
  - Active Duty: 3-, 5-, 7-, and 9-Skill Levels
  - Guard: 5-, 7-, and 9-Skill Levels
  - Reserve: 5-, 7-, and 9-Skill Levels







# Survey Sample Characteristics



	<u>AD</u>	<u>ANG</u>	<u>AFRC</u>	<u>Total</u>
Assigned*	684	469	221	1,374
Mailed Out	644	424	196	1,226
Sample	331	154	64	549
Usable Returns	51%	36%	33%	45%

Average TICF for AD: 6 years 1 month









Percent of AD in first enlistment: 33%

\* Assigned as of Dec 03



# Paygrade Distribution



			
		Assigned*	Sample
	E-1 - E-3	9%	4%
	E-4	3%	2%
	E-5	19%	19%
	E-6	34%	38%
	E-7	27%	31%
	E-8	6%	3%
	E-9	2%	2%
			
			

\* Assigned as of Dec 03

Note: Columns may not add up to 100% due to rounding



# Command Representation



Command	Assigned %**	Sample %
ANG	33	28
AFRC	16	12
ACC	13	17
AMC	8	8
PACAF	7	8
USAFE	6	8
AETC	5	6
AFMC	1	1
Other*	11	12

\* Other includes: AFSPC, AIA, USSOUTHCOM

\*\* Assigned as of Dec 03

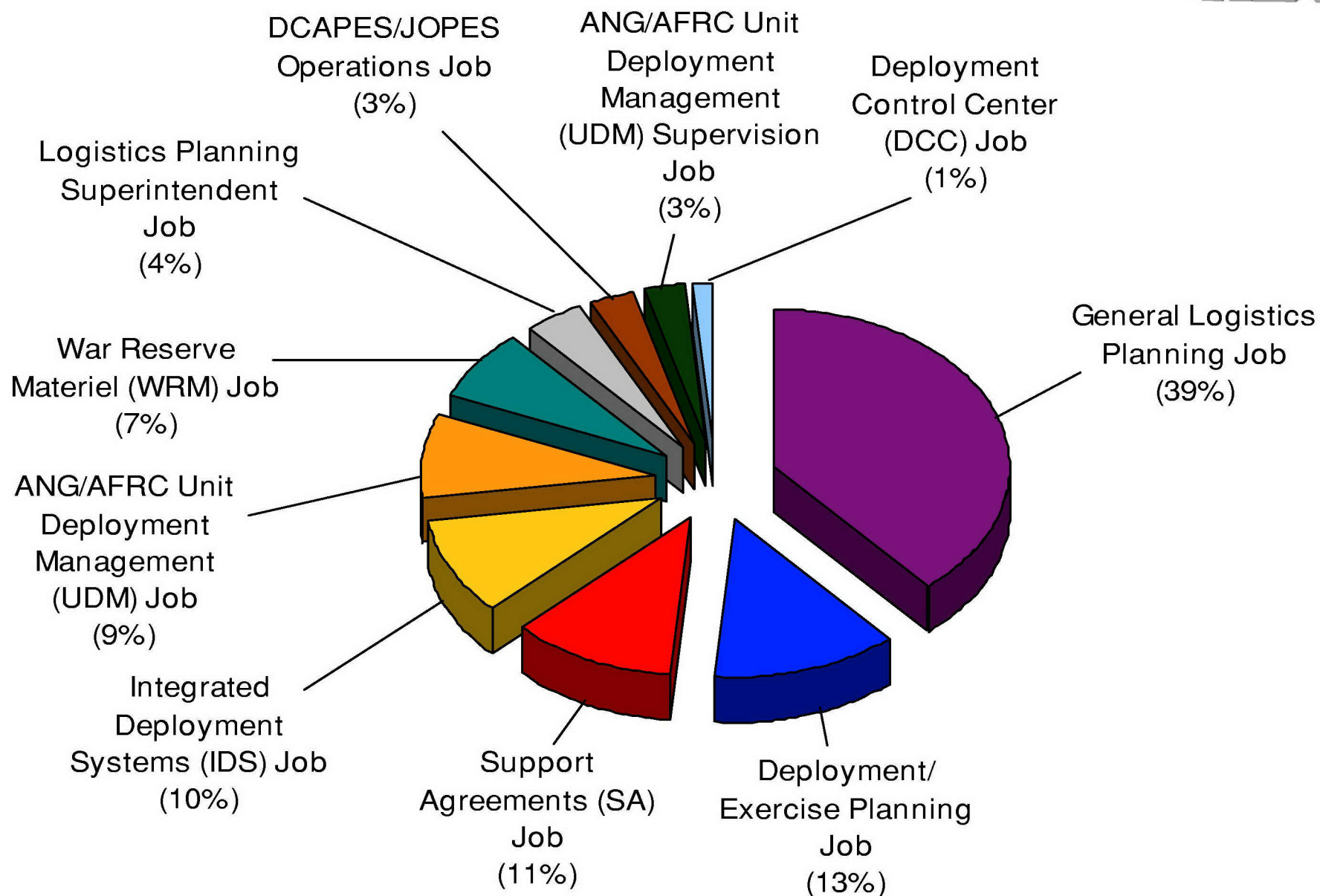


# Specialty Cluster

(N=549)



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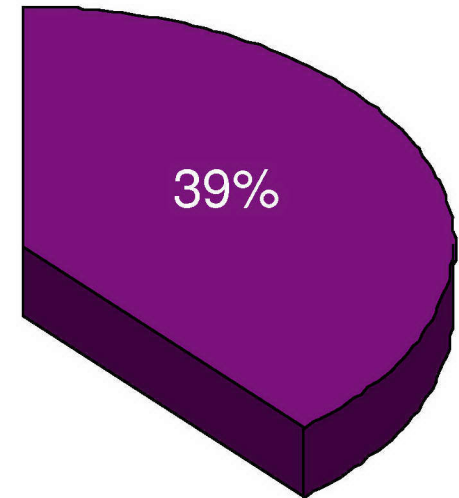




# General Logistics Planning Job (N=151)



- Monitor personnel processing actions
- Monitor cargo processing actions
- Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies
- Monitor arrival and departure times of aircraft
- Coordinate marshalling of cargo for exercises or deployments with appropriate agencies
- Safeguard classified materials
- Coordinate UTC requirements with unit deployment managers (UDMs)
- Evaluate personnel or equipment for shortfalls
- Update DSOEs
- Distribute deployment schedules of events (DSOEs)
- Develop DSOEs



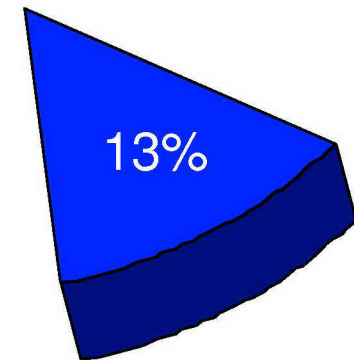


# Deployment/Exercise Planning Job (N=51)



AETC

- Update DSOEs
- Develop DSOEs
- Monitor cargo processing actions
- Maintain exercise events logs
- Monitor personnel processing actions
- Conduct LOGMOD training
- Monitor arrival and departure times of aircraft
- Safeguard classified materials
- Distribute deployment schedules of events (DSOEs)
- Coordinate logistics force packaging systems (LOGFOR) and logistics planning subsystems (LOGPLAN) data with UDMs
- Participate in after-action or 'hotwash' postexperience meetings
- Coordinate UTC requirements with unit deployment managers (UDMs)

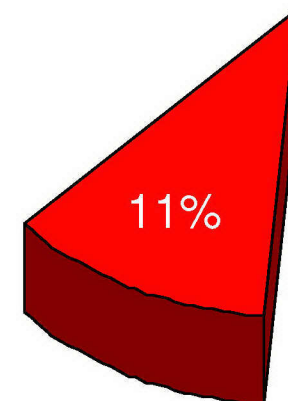




# Support Agreements (SAs) Job (N=44)



- Coordinate SA requirements with FAACs
- Prepare DD Forms 1144 (Interservice Support Agreement)
- Initiate reviews of SAs
- Coordinate SAs with supplier and receiver approving authorities
- Coordinate base standard level of support with appropriate agencies
- Maintain SA communication listings or lists of points of contact (POCs) for agreements
- Coordinate SAs with supplier and receiver comptroller functions
- Coordinate SA manpower information with appropriate agencies
- Maintain master agreement files
- Coordinate completion of funding annexes for support agreements (SAs) with appropriate agencies
- Distribute completed agreements



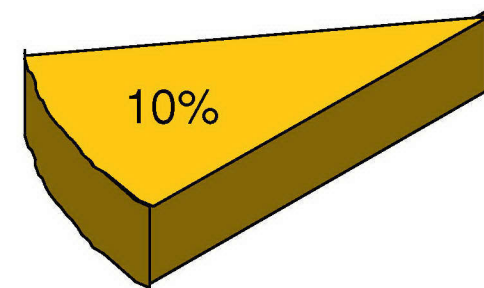




# Integrated Deployment Systems (IDS) Job (N=38)



- Update DSOEs
- Distribute logistics module (LOGMOD) management products
- Review pseudo-PID listings
- Coordinate logistics force packaging systems (LOGFOR) and logistics planning subsystems (LOGPLAN) data with UDMs
- Develop DSOEs
- Operate offline systems, such as LOGMOD stand alone (LSA)
- Review plan identification designators (PIDs)
- Review DRMDs
- Monitor cargo processing actions
- Utilize pseudo-PID listings in LOGMOD
- Maintain copies of LOGFORs and LOGPLANs
- Prepare load lists
- Prepare packaging lists

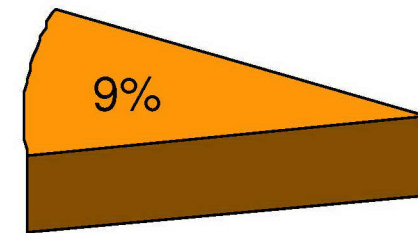




# ANG/AFRC Unit Deployment Management (UDM) Job (N=32)



- Assign personnel to mobility, deployment, or contingency positions
- Brief deploying personnel, other than logistics plans personnel
- Prepare load lists
- Prepare packing lists
- Monitor cargo processing actions
- Monitor personnel processing actions
- Review DRMDs
- Prepare equipment for deployments
- Compile data for records, reports, or logs
- Monitor loading of aircraft
- Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies
- Inspect packed or palletized mobility or contingency equipment prior to transport

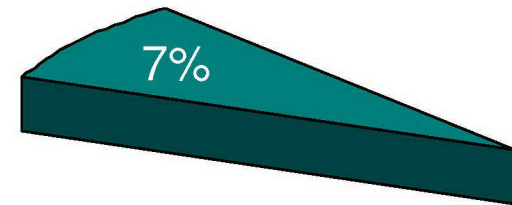




# War Reserve Materiel (WRM) Job (N=30)



- Coordinate status of WRM assets with WRM personnel
- Conduct surveillance visits of WRM storage locations
- Conduct follow-up of WRM review board findings
- Determine availability or serviceability of WRM assets
- Write WRM surveillance reports
- Conduct WRM review board meetings
- Review WPARRs
- Determine distribution of WPARRs
- Monitor WPARR authorizations
- Coordinate peacetime use or movement of WRM assets with WRM personnel
- Determine distribution of war consumables distribution objectives (WCDOs)
- Write WRM review board minutes



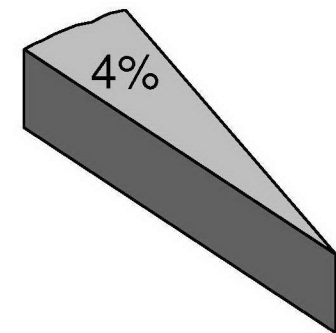




# Logistics Planning Superintendent Job (N=17)



- Review or distribute TPFDDs
- Schedule personnel for TDY assignments, leaves, or passes
- Monitor arrival and departure times of aircraft
- Write recommendations for awards or decorations
- Write or indorse military performance reports
- Determine or establish work assignments or priorities
- Develop or establish work schedules
- Evaluate workload requirements
- Counsel subordinates concerning personal matters
- Write replies to inspection reports
- Monitor cargo processing actions
- Conduct supervisory performance feedback sessions

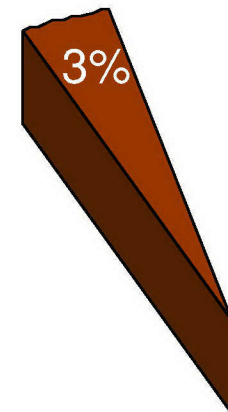




# DCAPES/JOPES Operations Job (N=11)



- Review joint operation planning and execution system (JOPES) output products
- Review or distribute TPFDDs
- Initiate requests for temporary duty (TDY) orders
- Update JOPES
- Input or update time phased force and deployment data (TPFDD)
- Safeguard classified materials
- Prepare inputs to GCCS or DCAPES
- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Annotate security forms for facilities
- Coordinate logistics procedures for joint operations with appropriate agencies







# ANG/AFRC Unit Deployment Management (UDM) Supervision Job (N=10)



- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Maintain or update status indicators, such as boards, graphs, or charts
- Conduct self-inspections or self-assessments, other than for deployments
- Brief deploying personnel, other than logistics plans personnel
- Review budget requirements, other than WRM budget requirements
- Assign personnel to mobility, deployment, or contingency positions
- Maintain administrative files
- Conduct staff assistance visits (SAVs), inspections, or audits, other than for deployments
- Don or doff chemical warfare personal protective equipment (PPE)
- Perform resource advisor duties





# Deployment Control Center (DCC) Job (N=7)



- Monitor arrival and departure times of aircraft
- Monitor cargo processing actions
- Monitor loading of aircraft
- Monitor personnel processing actions
- Update DSOEs
- Conduct deployment staff assistance visits (SAVs)
- Input or update time phased force and deployment data (TPFDD)
- Operate offline systems, such as LOGMOD stand alone (LSA)
- Compile air expeditionary force (AEF) reporting tool (ART) reports
- Update ART reports
- Conduct UDM training
- Maintain exercise events logs
- Participate in after-action or 'hotwash' postexperience meetings





# Percent Across Specialty Jobs by DAFSC



	DAFSC 2G031 (N=14)	DAFSC 2G051 (N=133)	DAFSC 2G071 (N=162)
SPECIALTY JOBS			
DEPLOYMENT CONTROL CENTER (DCC) JOB	7	2	0
DEPLOYMENT/EXERCISE PLANNING JOB	14	16	14
ANG/AFRC UNIT DEPLOYMENT MANAGEMENT (UDM) JOB	0	2	1
INTEGRATED DEPLOYMENT SYSTEMS (IDS) JOB	0	8	5
GENERAL LOGISTICS PLANNING JOB	7	17	22
LOGISTICS PLANNING SUPERINTENDENT JOB	0	1	6
ANG/AFRC UNIT DEPLOYMENT MANAGEMENT (UDM) SUPERVISION JOB	0	1	1
DCAPES/JOPEs OPERATIONS JOB	0	2	4
SUPPORT AGREEMENTS (SA) JOB	0	14	12
WAR RESERVE MATERIEL (WRM) JOB	14	12	6
NOT GROUPED	58	25	29





# Career Ladder Progression

## Percent Time Spent on Duties



DUTIES	DAFSC	DAFSC	DAFSC
	2G031	2G051	2G071
	(N=14)	(N=133)	(N=162)
A PERFORMING CONTINGENCY PLANNING ACTIVITIES	16	11	14
B PERFORMING EXERCISE PLANNING ACTIVITIES	7	4	5
C PERFORMING DEPLOYMENT, EMPLOYMENT, AND REDEPLOYMENT PLANNING ACTIVITIES	20	13	14
D PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	18	11	9
E PERFORMING INTEGRATED DEPLOYMENT SYSTEMS (IDS) ACTIVITIES	13	16	12
F PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	7	10	5
G PERFORMING SUPPORT AGREEMENT MANAGEMENT (SAM) ACTIVITIES	0	9	8
H PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	10	9	9
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	2
J PERFORMING GENERAL MOBILITY AND CONTINGENCY ACTIVITIES	2	2	3
K PERFORMING TRAINING ACTIVITIES	4	8	7
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	4	12

\* Indicates less than 1%; Note: Columns may not add up to 100% due to rounding

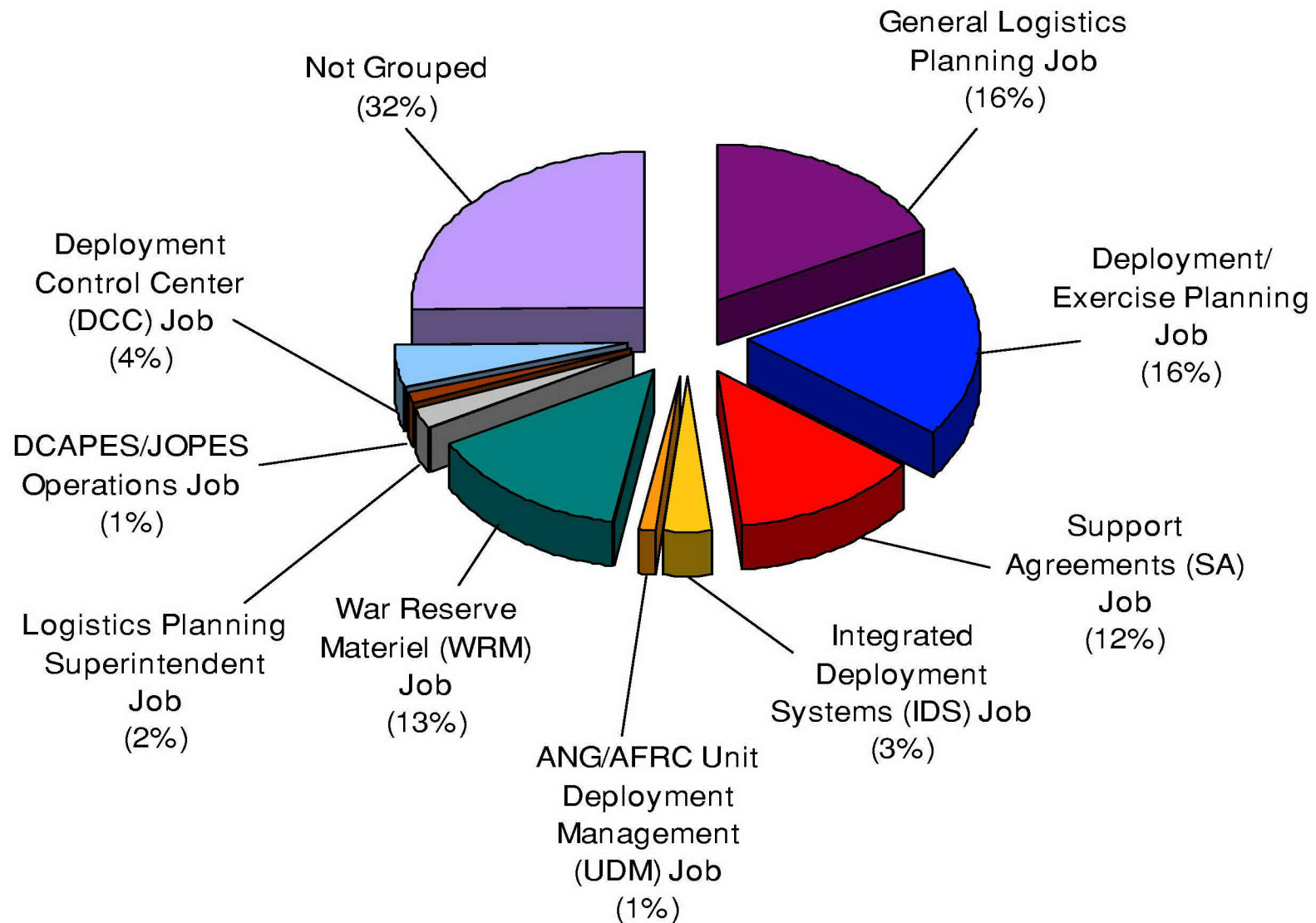


# First-Enlistment Jobs



AETC

(N=110)





# First-Enlistment Personnel Representative Tasks



PERCENT  
MEMBERS  
PERFORMING  
(N=110)

## TASKS

Update DSOEs	59
Develop DSOEs	58
Review or distribute TPFDDs	55
Safeguard classified materials	53
Distribute deployment schedules of events (DSOEs)	51
Compile data for records, reports, or logs	49
Monitor arrival and departure times of aircraft	48
Conduct deployment staff assistance visits (SAVs)	47
Coordinate UTC requirements with unit deployment managers (UDMs)	45
Monitor personnel processing actions	45
Conduct UDM training	45
Review DRMDs	45
Maintain administrative files	44
Monitor cargo processing actions	43
Evaluate unit type codes (UTCs) to determine supportability	35



# Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
  - Two items were unsupported
- Some STS items may need proficiency code review
  - One uncoded STS item matched to JI tasks performed by more than 20% of members
- Five technical tasks performed by 20% or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS





# Unsupported STS Elements



## Examples

UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TNG EMP*	TSK DIF**	ATI***
			1ST ENL (N=110)	3- LVL (N=14)			
19.3.2.	Prepare the support agreement (19.3. Support Agreements Management System (SAMS))	1b					
Task	G0334. Prepare DD Forms 1144 (Interservice Support Agreement)		16	0	5.50	4.55	11
20.7.	Verify use codes (20. War Reserve Materiel (WRM) Management)	1a					
Task	F0299. Verify WRM use codes		17	0	4.50	5.15	7

\* Mean TE Rating = 2.86; Standard Deviation = 1.67; High TE = 4.53

\*\* Mean TD Rating = 5.00; Standard Deviation = 1.00; High TD = 6.00

\*\*\* ATI = Automated Training Indicator is training decision value for resident training (18 = high; 1 = low)





# Proficiency Codes Requiring Review



## Examples

UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TNG EMP*	TSK DIF**	ATI***
			1ST ENL (N=110)	3- LVL (N=14)			
21.1.8.	Ensure development of load plans by Transportation (21.1. Pre-Deployment)	-					
Tasks	C0097. Coordinate marshalling of cargo for exercises or deployments with appropriate agencies		28	21	5.25	4.56	11
	C0098. Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies		34	14	6.25	4.82	12

\* Mean TE Rating = 2.86; Standard Deviation = 1.67; High TE = 4.53

\*\* Mean TD Rating = 5.00; Standard Deviation = 1.00; High TD = 6.00

\*\*\* ATI = Automated Training Indicator is training decision value for resident training (18 = high; 1 = low)



# Tasks not Referenced to STS



## Examples

TASK	TNG EMP*	PERCENT MEMBERS PERFORMING		TSK DIF**	ATI***
		1ST ENL (N=110)	3- LVL (N=14)		
A0028 Extract data from global command and control systems (GCCSs) or deliberate crisis action planning and execution segments (DCAPEs)	5.75	28	36	5.46	11
C0084 Brief deploying logistics plans personnel	3.17	21	29	4.09	7
C0088 Conduct deployment unit self-inspections	4.42	35	29	4.67	15
E0220 Review pseudo-PID listings	6.17	38	21	3.73	10
F0242 Determine availability or serviceability of WRM assets	3.12	24	29	5.91	7

\* Mean TE Rating = 2.86; Standard Deviation = 1.67; High TE = 4.53

\*\* Mean TD Rating = 5.00; Standard Deviation = 1.00; High TD = 6.00

\*\*\* ATI = Automated Training Indicator is training decision value for resident training (18 = high; 1 = low)



# Job Satisfaction Indicators (Across Specialty Jobs)



	LOGISTICS PLANS CLUSTER ( <u>N=549</u> )	Deployment Control Center (DCC) Job ( <u>N=7</u> )	Deployment/ Exercise Planning Job ( <u>N=51</u> )	ANG/AFRC Unit Deployment Management (UDM) Job ( <u>N=32</u> )
JOB INTERESTING	94	100	85	97
TALENTS WELL UTILIZED	91	85	81	91
TRAINING WELL UTILIZED	87	85	86	87
SENSE OF ACCOMPLISHMENT	84	85	75	90
PLAN TO REENLIST	77	85	75	81



# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	Integrated Deployment System (IDS) Job (N=38)	General Logistics Planning Job (N=151)	Logistics Planning Superintendent Job (N=17)
JOB INTERESTING	92	96	94
TALENTS WELL UTILIZED	97	96	95
TRAINING WELL UTILIZED	89	94	77
SENSE OF ACCOMPLISHMENT	87	88	77
PLAN TO REENLIST	87	76	77



# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



	ANG/AFRC Unit Deployment Management (UDM) Supervision Job (N=10)	DCAPES/ JOPES Operations Job (N=11)	Support Agreements (SA) Job (N=44)	War Reserve Materiel (WRM) Management Job (N=30)
JOB INTERESTING	100	100	87	87
TALENTS WELL UTILIZED	90	100	86	83
TRAINING WELL UTILIZED	80	100	79	83
SENSE OF ACCOMPLISHMENT	80	100	79	73
PLAN TO REENLIST	90	82	68	80





# Job Satisfaction Indicators (Across AD, ANG, AFRC)



	AD ( <u>N=331</u> )	ANG ( <u>N=154</u> )	AFRC ( <u>N=64</u> )
JOB INTERESTING	89	99	100
TALENTS WELL UTILIZED	87	94	98
TRAINING WELL UTILIZED	87	90	86
SENSE OF ACCOMPLISHMENT	80	90	89



# Job Satisfaction Indicators (Current Study)



	<u>1st Enlistment</u> 1-48 MONTHS TICF* 2004 (N=110)	<u>2nd Enlistment</u> 49-96 MONTHS TICF* 2004 (N=126)	<u>Career</u> 97+ MONTHS TICF* 2004 (N=95)
JOB INTERESTING	85	90	93
TALENTS WELL UTILIZED	89	88	85
TRAINING WELL UTILIZED	87	88	82
SENSE OF ACCOMPLISHMENT	79	80	79
PLAN TO REENLIST	83	73	61

\* Unable to conclusively compare to 2001 study because 2001 used TAFMS



# Retention Dimensions First-Term Airmen (N=91)



PLANNING TO REENLIST (N=66)	PERCENT RESPONDING	AVERAGE
Retirement benefits	56	2.68
Off-duty education or training opportunities	55	2.58
Pay and allowance	53	2.66
Job security	49	2.78
Medical/dental care for AD member	46	2.63
PLANNING TO SEPARATE (N=25)		
Esprit de corps/morale	40	2.40
Number/duration of TDYs or deployments	36	2.67
Recognition of efforts	36	2.56
Pay and allowances	32	2.62
Military lifestyle	32	2.00

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence





# Retention Dimensions

## Second-Term Airmen (N=93)



PLANNING TO REENLIST (N=80)	PERCENT RESPONDING	AVERAGE
Retirement benefits	69	2.65
Off-duty education or training opportunities	62	2.49
Pay and allowances	58	2.57
Job security	57	2.67
Military Lifestyle	52	2.39
PLANNING TO SEPARATE (N=13)		
Number of PCS moves	54	2.71
Promotion opportunities	47	2.50
Number/duration of TDYs or deployments	31	3.00
Work schedule	31	3.00
Leadership at unit level	31	2.00

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Retention Dimensions Career Airmen (N=58)



PLANNING TO REENLIST (N=43)	PERCENT RESPONDING	AVERAGE
Military lifestyle	61	2.54
Retirement benefits	58	2.36
Pay and allowances	56	2.38
Off-duty education or training opportunities	48	2.43
Medical/dental care for AD member	42	2.56
PLANNING TO SEPARATE (N=15)		
Number/duration of TDYs or deployments	54	2.71
Work schedules	47	2.57
Number of PCS moves	47	2.14
Unit manning	40	2.33
Leadership at unit level	40	2.33

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



# Summary of Results



- Homogeneous career field
- Career ladder progression typical
  - Technical at 5-skill level progressing to more managerial at 9-skill level and beyond
- Career ladder documents well supported by survey data
  - STS provided comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators
  - Similar when compared to previous study and across all TICF groups



# Way Ahead



- OSR Delivery Trip - scheduled for Sep 04
- Utilization and Training Workshop (U&TW) – scheduled for 4-8 Oct 04 at Lackland AFB
- Next SKT rewrite (ext minor) - scheduled for 19 April 04





# Questions?



Visit our web site at:

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